

**U.S. Department of Labor**

Occupational Safety and Health Administration  
130 S. Elmwood Avenue, Suite 500  
Buffalo, NY 14202-2465  
(716) 551-3053  
(716) 551-3126 (FAX)



Attn: Lino H. Ochoa  
Law Office of Garcia & Karam, LLP  
820 S. Main  
McAllen, TX 78501

RE: Cintas Corp.  
FOIA # 07-056

Dear Mr. Ochoa:

This is in response to your Freedom of Information request dated 03/22/2007 and received in our office on 03/29/2007 requesting records concerning Cintas Corp.. We are in receipt of your payment and enclosed you will find the sanitized copy of the releasable records.

You will note some information has been removed from the documents. This is authorized under the rules and regulations, including exemptions, contained in the Freedom of Information Act and 29 CFR 70.11. Actual sections deleted are indicated on Attachment #1a, 1b, and 1c with numbered exemptions noted in each case. For specific paragraph numbers and wording of exemptions, please refer to Attachment #2.

You may file an appeal of this decision with the Solicitor of Labor within 90 days from the date of this letter. The appeal must state, in writing, the grounds for the appeal, including any supporting statement or arguments. To facilitate processing, you may wish to fax your appeal to: (202) 693-5538. The appeal should include a copy of your initial request and a copy of this letter. The appeal must be addressed to: Solicitor of Labor, U.S. Department of Labor, Rm. N-2428, 200 Constitution Avenue, N.W., Washington, DC 20210. If mailed, both the envelope, and the letter of appeal itself should be clearly marked "Freedom of Information Act Appeal".

If we can be of further assistance to your, please feel free to contact our office.

Sincerely,

  
Arthur J. Dube  
Area Director

AJD:ems  
Enclosures

**RECEIVED**

**MAY 14 2007**

The Law Office Of  
Garcia & Karam, L.L.P.



ATTACHMENT #1a

Re: Cintas Corp.  
Inspection #307707463

**LISTING OF DELETIONS:**

**Exemption #4:**

	OSHA-1, Inspection Report - Line by Line Analysis
	OSHA-163, Penalty Payment Report dated 12/30/05 - Line by Line Analysis
3 pages	Copy of letter and Non-Hazardous Waste Manifest Form
2 pages	Copy of employer's product sheets
1 page	Copy of employer's floor plan
9 pages	Copy of employer's HazComm Bulletin including MSDS's (includes 3 duplicate pages)
50 pages	Copy of employer's guideline for BBP/Exposure Control Plan training & records
14 pages	Employer's BBP sample policy and forms
12 pages	Employers BBP policy
6 pages	Employer's Five Star Service Report Summary
8 pages	Employers Standard Uniform Rental Service Agreement & Policy
18 pages	PPE section of employer's safety manual.
8 pages	Copy of purchase orders

**Exemption #5:**

	OSHA-1A, Inspection Narrative - Line by Line Analysis
49 pages	Compliance Officer notes/sketches
2 pages	Informal Conference Notes
3 pages	Agency case file notes
2 pages	OSHA establishment search results
2 pages	Agency memos
5 pages	Agency e-mail
1 page	Agency fax journal
3 pages	Agency fax cover pages

**Exemption #7c:**

	OSHA-1, Inspection Report - Line by Line Analysis
	OSHA-1A, Inspection Narrative - Line by Line Analysis
	OSHA-1B, Inspection Worksheet - Line by Line Analysis
	OSHA-7, Notice of alleged Safety or Health Violations - Line by Line Analysis
	OSHA-91A, Air Sampling Worksheet - Line by Line Analysis
	OSHA-91B, Air Sampling Report - Line by Line Analysis
12 pages	Letter from complainant
	Agency Case File Diary Sheets - Line by Line Analysis
	OSHA-163, Penalty Payment Reports and copy of check - Line by Line Analysis

Letters to OSHA dated 9/30/04 and 12/27/05 - Line by Line Analysis  
Letter from OSHA dated 9/10/04 - Line by Line Analysis  
18 pages\*\* Opening conference notes and interviews  
U.S. Postal Service Return Receipt - Line by Line Analysis  
Compliance Officer notes/sketches  
Letter of interpretation - Line by Line Analysis  
OSHA Review Commission Notice of Docketing & Instructions to Employer - Line by Line Analysis  
Stipulated Settlement - Line by Line Analysis  
Complainant's Response to Interrogatories - Line by Line Analysis  
Respondent's Interrogatories to Complaint - Line by Line Analysis  
Legal Complaint - Line by Line Analysis

Exemption #7d:

18 pages\*\* Opening conference notes & interviews

\*\*USED TO PREVENT DUPLICATION OF PAGE COUNT WHEN AN ITEM FALLS UNDER MORE THAN ONE EXEMPTION

ATTACHMENT #1b

Re: Cintas Corp.  
Inspection #307843045

**LISTING OF DELETIONS:**

**Exemption #4:**

	OSHA-1, Inspection Report - Line by Line Analysis
	OSHA-163, Penalty Payment Report dated 12/30/05 and copy of check - Line by Line Analysis
2 pages	Copy of employer's product sheets
1 page	Copy of employer's floor plan
5 pages	Copy of employer's HazComm Bulletin including MSDS's
50 pages	Copy of employer's guideline for BBP/Exposure Control Plan training & records
2 photos	Two duplicate photographs
3 pages	Employer 1099 Misc.
6 pages	Employer invoices
119 pages	Copy of employer's lockout/tagout (LOTO) program
44 pages	Employer's completed employee safety training sheets
5 pages**	OSHA 200 Logs
3 pages**	OSHA 300 Logs
112 pages	Employer's Confined Space Entry Program (includes 11 duplicate pages)
3 pages	Pages from equipment manufacturers operating manual
12 pages	Employers machine equipment maintenance & inspection procedures
3 pages	Pages from Free Swinging Manual Operated Lift Section of National conveyor & Machine Company document
6 pages	Webbing specifications from Industrial Bag & Specialties
1 page	Employer's employee information sheet
1 page	Copy of electrical permit for work done at Cintas Corp.
21 pages	Copy of employers LOTO checklists/logs
3 pages	Employer's confined space class sheets
10 pages	LOTO procedure for steam tunnel
2 tapes	Two videotapes - Administratively Controlled Material

**Exemption #5:**

	OSHA-1A, Inspection Narrative - Line by Line Analysis
3 pages	OSHA-168, Inspection Assignment
151 pages	Compliance Officer notes/sketches including duplicates
2 pages	Informal Conference Notes
11 pages	Agency case file notes
29 pages	OSHA establishment search results (including 10 duplicate pages)
2 pages	Agency Federal Express receipts

4 pages Agency memos  
14 pages Agency e-mail  
4 pages Agency fax journal  
21 pages Agency fax cover pages

Exemption #6:

5 pages\*\* OSHA-200 Log  
3 pages\*\* OSHA-300 Log

Exemption #7c:

OSHA-1, Inspection Report - Line by Line Analysis  
OSHA-1A, Inspection Narrative - Line by Line Analysis  
OSHA-1B, Inspection Worksheet - Line by Line Analysis  
OSHA-7, Notice of alleged Safety or Health Violations - Line by Line Analysis  
12 pages Letter from complainant  
Photographs - Line by Line Analysis  
OSHA-163, Penalty Payment Reports and copy of check - Line by Line Analysis  
Letters to OSHA dated 9/30/04, 10/28/05, 2/28/06, 1/11/07 & attachment plus correction -  
Line by Line Analysis  
Letter from OSHA dated 9/16/04, 12/27/05, 12/14/06, and 6/26/06 - Line by Line  
Analysis  
Notices of Docketing of Administrative Law Judge's Decision - Line by Line Analysis  
Secretary's Responses & Objections to the Respondent's First Set of Interrogatories - Line  
by Line Analysis  
Respondent's Answer to Complainants First Set of Interrogatories & Answer to  
Complainants First Request for Production of Documents - Line by Line Analysis  
Respondent's Response to Secretary's First Request for the product of documents - Line  
by Line Analysis  
Complainants Response to Disputed Items Conference Call of 4/22/05 - Line by Line  
Analysis  
U.S. Postal Service Return Receipt - Line by Line Analysis  
Stipulated Settlements - Line by Line Analysis  
Complainant's Response to Interrogatories - Line by Line Analysis  
Respondent's Interrogatories to Complaint - Line by Line Analysis

Exemption #7d:

2 pages Interviews

\*\*USED TO PREVENT DUPLICATION OF PAGE COUNT WHEN AN ITEM FALLS UNDER  
MORE THAN ONE EXEMPTION

ATTACHMENT #1c

Re: Cintas Corp.  
Inspection #309778082

**LISTING OF DELETIONS:**

**Exemption #4:**

OSHA-1, Inspection Report - Line by Line Analysis  
OSHA-163, Penalty Payment Report dated 6/29/06 and copy of check - Line by Line Analysis  
1 page Patient Status Summary  
5 pages Corporate Policy-Personnel Records  
1 page 1/20/06 physicians note to employer

**Exemption #5:**

5 pages Compliance Officer notes/sketches  
4 pages Informal Conference Notes  
OSHA-1A, Inspection Narrative - Line by Line Analysis  
2 pages OSHA Establishment Search Results  
2 pages Agency Fax Cover Pages

**Exemption #6:**

7 pages\*\* OSHA-300 Log

**Exemption #7c:**

OSHA-1, Inspection Report - Line by Line Analysis  
OSHA-1A, Inspection Narrative - Line by Line Analysis  
OSHA-1B, Inspection Worksheet - Line by Line Analysis  
OSHA-163, Penalty Payment Report dated 6/29/06 and copy of check - Line by Line Analysis  
7 pages\*\* OSHA-300 Log  
2 pages Handwritten complaint  
Letter/fax to OSHA dated 6/21/06 - Line by Line Analysis  
Letters from OSHA dated 3/31/06 and 4/21/06 - Line by Line Analysis  
Informal Settlement Agreement - Line by Line Analysis  
U.S. Postal Service Return Receipt - Line by Line Analysis

**\*\*USED TO PREVENT DUPLICATION OF PAGE COUNT WHEN AN ITEM FALLS UNDER MORE THAN ONE EXEMPTION**

ATTACHMENT #2

Freedom of Information Act List of Exemptions (U.S. Code Sec. 552):

- (1) specifically authorized under criteria established by an Executive order to be kept secret in the interest of national defense or foreign policy and are in fact properly classified pursuant to such Executive order;
- (2) related solely to the internal personnel rules and practices of an agency;
- (3) specifically exempted from disclosure by statute (other than section 552b of this title), provided that such statute: requires that the matters be withheld from the public in such a manner as to leave no discretion on the issue, or establishes particular criteria for withholding or refers to particular types of matters to be withheld;
- (4) trade secrets and commercial or financial information obtained from a person and privileged or confidential;
- (5) inter-agency or intra-agency memorandums or letters which would not be available by law to a party other than an agency in litigation with the agency;
- (6) personnel and medical files and similar files the disclosure of which would constitute a clearly unwarranted invasion of personal privacy;
- (7) records or information compiled for law enforcement purposes, but only to the extent that the production of such law enforcement records or information:
  - (A) could reasonably be expected to interfere with enforcement proceedings,
  - (B) would deprive a person of a right to a fair trial or an impartial adjudication,
  - (C) could reasonably be expected to constitute an unwarranted invasion of personal privacy,
  - (D) could reasonably be expected to disclose the identity of a confidential source, including a State, local, or foreign agency or authority or any private institution which furnished information on a confidential basis, and, in the case of a record or information compiled by criminal law enforcement authority in the course of a criminal investigation or by an agency conducting a lawful national security intelligence investigation, information furnished by a confidential source,
  - (E) would disclose techniques and procedures for law enforcement investigations or prosecutions, or would disclose guidelines for law enforcement investigations or prosecutions if such disclosure could reasonably be expected to risk circumvention of the law, or
  - (F) could reasonably be expected to endanger the life or physical safety of any individual;
- (8) contained in or related to examination, operating, or condition reports prepared by, on behalf of, or for the use of an agency responsible for the regulation or supervision of financial institutions; or
- (9) geological and geophysical information and data, including maps, concerning wells.